

September 2021



Preston North End Community and Education Trust
Equality and Diversity Action Plan

Introductory statement

Preston North End Community and Education Trust (PNECET) recognises and accepts the responsibility to ensure our programmes are accessible for all, including the facilities of PNECET and PNEFC. PNECET and the Club is committed to creating opportunities for children, young people and adults from any background to participate in any programme/activities at PNECET and the Club at the same time as creating a safer culture for the participants.

ACTION POINT	TO BE COMPLETED BY	DATE FOR COMPLETION	IMPORTANCE	NOTES	COMPLETED
Build on existing relationships built over the last 12 with external partners to continue to promote equality and diversity across all our community Provision. Ensuring it is reflective of the diversity within the community.	SMT/All staff	Ongoing		We have met with many external groups in the various wards of Preston discussing their various community issues and planning initiatives to support them. In 2020 we began working with Windrush Preston on a project to educate Preston primary school children about Racism. We have supported both Ramadan and EID and started to see a number of people from diverse backgrounds access our provisions.	
Additional responsibilities for a member of staff to be the Equality Champion	TD	Complete		Tom Drake was appointed in 2018 as Equality Champion	
The Trust launched a new strategy in 2020 which has a real focus on working with both under-represented groups and ethnically diverse communities.	All	On-going			

To invite members of the community to internal working group meetings to discuss agenda points.	TD and HCL	Ongoing		We have started working with various community groups targeting community issues such as but not limited to; Food poverty Homelessness Police issues LCC BAME education	
Continue to monitor the latest census (when available), support information and programme participant information to analyse the impact our work is having across the community.	TD/HCL/SMT	Ongoing			
To consider working towards the preliminary Premier League Equality standard.	Club	Ongoing		No further action made this remains an action.	
To review our marketing strategies for the new season for us to work more closely with different communities.	Ben/Hannah	Ongoing		Season campaign video included a diverse range of fans which was welcomed by PNE fans and the wider community. Club have amended stadium to make it more inclusive on a match day including the opening of a prayer room.	

The working group will meet quarterly throughout the season to discuss a set agenda.	The working group	Ongoing			
Deliver a Community day at Preston North End FC. The afternoon is aimed to raise money for the Trust's Mental Health Provision. We are asking for members of the community to make a donation to The Trust on entry to the	All	Date set			
stadium. There will be lots of activities for the children and their families of the community as well as the chance to meet the first team Players and get their autograph.					
To utilise the Equality Calendar for specific dedicated days and to raise awareness of various important events through the use of social media.	Matt/ Hannah	Ongoing		Number of days already been successful across our social media channels will continue to promote.	
Review the investment of matchday packs for our SEND supporters to make matchdays more accessible	Hannah/HCL	Season 2021/22		Such as but not limited to; <ul style="list-style-type: none"> - Ear defenders - PNEFC Stress Ball - Headphones - Sensory Area 	

Invite various community groups to matchdays via the Community Trust's programmes	TD/HCL	Ongoing			
Deliver Playing for Inclusion training for stewards	Zoe	Complete		No longer applicable. Playing for Inclusion will now be an online workshop with relevant modules for completion. Stewards/match day staff to complete online.	
Review ticket terms and conditions to specifically reference the club's equality policy	Hannah	Complete			
Review how to capture equality profile data from fans more effectively	Hannah	Ongoing			
Ensure that the recommendations received in the Access Audit are actioned.	Hannah	Ongoing		Please refer to accessibility action plan.	

Version	2
Date of Issue	September 2021
Next Review Date	September 2022
Approved and Signed By	Tom Drake – Chief Executive Officer 
Date of approval	September 2021

Version History (details of changes made, when and by who)